

# POLICE AND FIRE COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

## Section I: Agreement Details

Public Employer: City of Absecon  
 Employee Organization PBA Mainland Local #77  
 Base Year Contract Term: 1/1/2009      12/31/2011      New Contract Term 1/1/2012      12/31/2015

## Type of Settlement:

Arbitrator's Award       Fact-Finder Recommendation

Voluntary Settlement

## Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous Agreement)		New Base Year - Total Costs (First Year of Successor Agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
Salary	\$1,614,881		\$1,675,075	
Increment	\$32,117	N/A	\$6,629	N/A
Longevity	\$46,887		\$46,887	

## Section IV: Additional Costs

List economic items, indicate either inside or outside base salary as agreed to between the parties.

Item Description	Item 1 . . . . .	Uniform Allowance	\$29,400	\$29,700
	Item 2 . . . . .	Education	\$26,011	\$26,548
	Item 3 . . . . .	Overtime	\$167,225	\$165,583
	Item 4 . . . . .			
	Item 5 . . . . .			
	Item 6 . . . . .			
	Item 7 . . . . .			
	Item 8 . . . . .			
	Item 9 . . . . .			
Any additional items list on separate sheet		Additional Items		
<b>Section V: Totals - Sum of costs in each column</b>			<b>\$2,011</b>	<b>\$222,636</b>
			(Total Economic) Section III & IV	(Total Non-salary Economic) Section III & IV
				<b>\$221,831</b>
				(Total Non-salary Economic)

## Section VI: Analysis of new successor agreement

Total Economic Base Year (previous agreement) \$2,011

### Effective Date (m/d/yyyy)

	<u>1/1/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>
Percent Increase	0%	1%	1.5%	2%
Actual dollar increase	\$34,706	\$55,223	\$57,992	\$63,838
Total Economic Costs (successor agreement)	\$1,728,591	\$1,783,814	\$1,841,806	\$1,905,634

## Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)  
 Dollar Impact (average per year over term of agreement)

2.4%

\$52,937

## Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	<u>\$416,163</u>	<u>\$436,284</u>
Employee Contributions	<u>\$29,241</u>	<u>\$54,411</u>
Prescription		<u>\$92,572</u>
Dental	<u>\$47,717</u>	<u>\$49,041</u>
Vision	<u>\$6,664</u>	<u>\$6,181</u>
		<u>\$6,575</u>

*The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.*

## Section IX

Prepared by: Jessica Thompson      Print Name: Jessica Thompson      Title: City Administrator/CFO  
 Signature:   
 Date: 9/2/2014

Send completed & signed form, a signed and dated copy of contract, signed and dated certification as well as a word processing version of contract to contracts@perc.state.nj.us  
 Rev 2012.03.21